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General Assembly

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Sixty-fourth session
Fifth Committee
Agenda item 112 (e)
Appointments to fill vacancies in subsidiary organs and other appointments

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document A/64/105 of 16 March 2009, the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will occur in the membership of the International Civil Service Commission, beginning on 1 January 2010.

2. The members of the Commission whose terms of office expire on 31 December 2009 are:

Minoru Endo (Japan);

Gilberto Paranhos Velloso (Brazil);

Lucretia Myers (United States of America);

Wolfgang Stöckl (Germany);

Gian Luigi Valenza (Italy).

Thus, the members to be appointed should come from the following regions:

One member from the Asian States;

One member from the Latin American and Caribbean States;

Three members from the Western European and Other States.

3. Candidatures have been received from the following Member States:

(a) From the Group of Asian States (one vacancy):

Minoru Endo (Japan)

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(b) From the Group of Latin American and Caribbean States (one vacancy):

Gilberto Paranhos Velloso (Brazil)

(c) From the Group of Western European and Other States (three vacancies):

Spyridon Flogaitis (Greece);

Lucretia Myers (United States of America);

Wolfgang Stöckl (Germany);

Gian Luigi Valenza (Italy).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the chairmen of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Regarding consultations among Member States, Mr. Gilberto Paranhos Velloso has been endorsed by the Latin American and Caribbean Group.

6. The Secretary-General thus submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning 1 January 2010:

(a) From the Group of Asian States:

Minoru Endo (Japan)

(b) From the Group of Latin American and Caribbean States:

Gilberto Paranhos Velloso (Brazil)

(c) From the Group of Western European and Other States:

Spyridon Flogaitis (Greece);

Lucretia Myers (United States of America);

Wolfgang Stöckl (Germany);

Gian Luigi Valenza (Italy).

7. The candidates' curricula vitae follow (see annex).

Annex

Minoru Endo

Date of birth: 6 August 1932

Academic career

1957	Graduated from University of Tokyo, Law School

Professional career

1973-1975	Director of General Affairs Division, Minister's Secretariat, Ministry of Foreign Affairs
1975-1976	Counsellor, Embassy of Japan in the United States of America
1976-1978	Counsellor, Embassy of Japan in Spain
1978-1983	Deputy Director-General, Economic Affairs Bureau, Ministry of Foreign Affairs
1983-1986	Minister, Permanent Mission of Japan to the International Organizations in Geneva, and Consul-General of Japan in Geneva
1986-1987	Envoy Extraordinary and Minister Plenipotentiary, Permanent Mission of Japan to the International Organizations in Geneva
1987-1990	Director-General, United Nations Affairs Bureau, Ministry of Foreign Affairs
1990-1993	Ambassador for Economic Affairs
1993-1996	Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Japan to the International Organizations in Geneva
	Permanent Representative, General Agreement on Tariffs and Trade, World Trade Organization
1997-2002	Counsellor, Sakura Bank (later, Sumitomo Mitsui Banking Corporation)
2002-	Member, International Civil Service Commission

Major conferences and meetings

1988	Representative, third special session of the United Nations General Assembly on Disarmament
1988-1995	Adviser, United Nations General Assembly
1991-1994	Representative, Meeting of the Contracting Parties, General Agreement on Tariffs and Trade
1993-1996	Government delegate, International Labour Conference
1994	Representative, Trade Negotiations Committee at the ministerial level, Marrakesh, Morocco

1994-1996	Delegate, World Health Assembly
1996	Alternate Representative, ninth session of the United Nations Conference on Trade and Development
1996	Representative, second session of Conference of the Parties United Nations Framework Convention on Climate Change
1995-1999	Head of Government Delegation, International Conference of the Red Cross and Red Crescent
1997	Chairman, Consultative Group on Policy Measures to Increase the Number of Japanese International Civil Servants
2002-present	Member, International Civil Service Commission
2003	Head of Government Delegation, International Conference of the Red Cross and Red Crescent

Languages

English, French and Spanish

Gilberto Coutinho Paranhos Velloso

Born on 7 August 1940 in Rio de Janeiro, Brazil

Academic background

Law degree, Law School of the Federal University of Rio de Janeiro (known then as University of Brazil), 1963

Graduated first in class from the Brazilian Diplomatic Academy ("Instituto Rio Branco") in 1962; entered the Brazilian Foreign Service as Third Secretary

Career in the Brazilian Foreign Service

Second Secretary (seniority), November 1966

First Secretary (merit), January 1973

Counsellor (merit), January 1975

Minister Second Class (merit), April 1978

Minister First Class, Ambassador (merit), December 1984

Posts and service abroad

London, Brazilian Embassy, 1965/1968

Mexico, Brazilian Embassy, 1969/1970

New York, Permanent Mission of Brazil to the United Nations, Deputy Permanent Representative of Brazil to the United Nations, 1979/1984

Served briefly as a consultant under contract in the United Nations Secretariat in the Office of the Director-General for Development and International Economic Cooperation (December 1984-March 1985)

Ambassador of Brazil to the Holy See, 1990-1995

Ambassador of Brazil to Chile, 1995-1999

Head of the Brazilian Financial Office in New York, 2002-2007

Elected by the General Assembly on 18 June 2004 to complete the mandate (expiring on 31 December 2005) of Ambassador João Augusto de Médicis as a member of the International Civil Service Commission; re-elected by the General Assembly on 23 November 2005 as a member of the Commission for a four-year term beginning on 1 January 2006

Summary of main assignments

Adviser to the Minister of External Relations of Brazil, 1963, and to the Secretary-General for Foreign Policy (Deputy Foreign Minister), 1963-1965

Delegate to several meetings of international economic organizations headquartered in London on commodities (coffee, sugar, cocoa, wheat, rubber, hard fibers), while posted to the Embassy of Brazil to the United Kingdom of Great Britain and Northern Ireland

Head of the trade promotion sector while posted to the Brazilian Embassy in Mexico

After returning to Brasilia in early 1971 to the headquarters of "Itamaraty", as the Brazilian Ministry of External Relations is known, became the Senior Adviser to the Assistant Secretary-General for Economic Affairs/Head of the Economic Department, 1971-1974

Called to the staff of the Minister of External Relations of Brazil, became in succession Adviser, then Deputy Head and then Chef de Cabinet, 1974-1979, of the Foreign Minister

In those positions, took part in several meetings at home and abroad and in several official visits abroad of the Foreign Minister and several Presidential visits abroad

As Deputy Permanent Representative to the United Nations (1979-1985), participated in numerous meetings of the different bodies of the Organization, in particular of its economic and social sectors, including all sessions of the General Assembly, in this case from 1974 to 1989, and all sessions of the Economic and Social Council between 1979 and 1985, and their subsidiary bodies

Returned to Brazil in March 1985 to assume the position of Secretary for International Economic and Technical Cooperation of the Secretariat of Planning (Ministry) of the Presidency of the Republic (March-June 1985)

Called back to the Ministry of External Relations and was appointed Head (Director) of the Department of the Americas (1985-1988), and thereafter, for the second time, Chef de Cabinet of the Minister of External Relations of Brazil (1988-1990)

Returning to the Ministry of External Relations Headquarters in June 1999, after tenures as Ambassador of Brazil to the Holy See and to Chile, was appointed Under-Secretary-General of the Foreign Service (1999-2002), a position which translates as the overall Head of all administrative services (personnel, administration, communications, budget, administrative planning and modernization) of the Brazilian Foreign Ministry. During this last period in Brasilia (1999-2002), was appointed on several occasions Acting Foreign Minister of Brazil

Honoured with several decorations, from both Brazil and other countries

Languages

English, Spanish, French, Italian and Portuguese (native)

Spyridon Flogaitis

Docteur en Droit, Docteur en Histoire

Diplôme de l'Ecole Pratique des Hautes Etudes-IVème Section

Doctor Honoris Causa, National School of Political Sciences and Public Administration, Bucharest, Romania

Professor of Administrative Law, Faculty of Law, University of Athens

Director of the European Public Law Organization, Athens

Attorney at law at the High Court and the Council of State, Greece

President, United Nations Administrative Tribunal

Former Minister of the Interior, Hellenic Republic

Chevalier de la Legion d'Honneur, Republic of France

Cavaliere dell'Ordine di Merito della Repubblica Italiana

Born in Lefkas, Greece, on 22 July 1950

Married

Studies

1979	Diplôme de l'Ecole Pratique des Hautes Etudes-IVème Section, Histoire et Philologie, Summa cum laude
16 December 1978	Doctorat d'Etat en Droit, Université de Paris II (Panthéon-Assas). Thesis Director: Professor Jean Rivero. Thesis subject: "La notion de décentralisation en France, en Allemagne et en Italie". Summa cum laude
18 December 1978	Doctorat en Histoire (Doctorat de 3ème cycle ès Lettres), Université de Paris I (Panthéon-Sorbonne). Thesis Director: Professor Nicolas Svoronos. Thesis subject: "Système vénitien de successions ab intestat et structures familiales dans les îles ioniennes". Summa cum laude
1973-1974	Diplôme d'Etudes Supérieures en droit public, Université de Paris II (Panthéon-Assas)
June 1973	Degree in Law, Faculty of Law, Athens University, Summa cum laude (9.5/10 best student of the year)
September 1968	Accepted by the Faculty of Law, University of Athens (25th out of 500)
June 1968	High School Diploma from the 5th High School of Athens

Fellowships, scholarships and awards

January-August 1998	Visiting Fellow, Wolfson College, Cambridge, United Kingdom
Summer 1993	Fulbright fellowship
Summer 1989	Humbolt Fellowship, Germany

1990-1991	Humbolt Fellowship, Germany
Summer 1988	German Academic Exchange Service Fellowship, Germany
Summer 1986	Centre national de la recherche scientifique Fellowship, Paris
1982-1983	British Council Fellowship
Summer 1981	German Academic Exchange Service Fellowship, Germany
1974-1978	Scholarship of the French Government
1976-1977	Scholarship of the Italian Government
1968-1973	Scholarship of the Greek Government
1973	First Prize of the Faculty of Law, University of Athens
1972	Second Prize of the Faculty of Law, University of Athens
1971	Fifth Prize of the Faculty of Law, University of Athens

University career

2006	Foundation and Edition of the *Journal of Administrative Law*, Athens, Sakkoulas
2003	Foundation and co-edition (with Professor Gl. Sioutis) of the review *Energy and Law* (in Greek), Athens, Sakkoulas
1995	Director of the European Public Law Centre, Athens
1994	Foundation and co-edition (with Professors Gl. Sioutis and J. Karakostas) of the review *Environment and Law* (in Greek), Athens
1994	Co-foundation and co-edition of the *Critical Review of Legal Theory and Practice* (with Prof. Michael Stathopoulos, Athens University), Athens, Greece
1993	Member of the Board of the Ionian University, Corfu
May 1985-1992	Professor of Public Law, Faculty of Law, University of Athens
October 1982	Elected Professor at the Faculty of Law, Thrace University, position not accepted
June 1982-1985	Lecturer, Faculty of Law, University of Athens
September 1980-1982	Assistant, Faculty of Law, University of Athens

International university activities

2008	Doctor Honoris Causa, National School of Political Studies and Public Administration, Bucharest
2002	Correspondent of the Scientific Committee of the Rassegna di Diritto Pubblico Europeo

2000	Member of the International Advisory Committee, Institute of Governance, Public Policy and Social Research, Queen's University of Belfast, United Kingdom
January-August 1998	Visiting Professor, Faculty of Law, University of Cambridge, United Kingdom
November 1996	Visiting Professor, Université de Paris I (Panthéon-Sorbonne)
1995-1996	OECD expert for PHARE countries
April 1993	Visiting Professor, Faculty of Law, University of Bordeaux I
1992	Member of Editorial Committee of the International Review of Administrative Sciences, Brussels
1992	Foreign correspondent of the Scientific Committee of the Rivista Italiana de Diritto Pubblico Europeo, Milan
1992	Member of the Scientific Committee of the International Centre of Public Law, London
September 1991	Member of the Steering Committee of the European Group of Public Law (with Prof. Gérard Timsit, University of Paris I)
December 1990	Visiting Professor, Faculty of Law, University of Bordeaux I
1990-1991	Visiting Professor, Faculty of Law, University of Heidelberg
1989	Co-foundation and co-edition (with Prof. Gérard Timsit, University of Paris I) of the *European Review of Public Law*, London
April 1988	Visiting Professor, Faculty of Law, University of Paris I (Panthéon-Sorbonne)
1 February-31 March 1988	Visiting Professor, Faculty of Law, University of Paris II (Panthéon-Assas)
1983-1989	Member of the Steering Committee of the European Group of Public Administration, Brussels
1985	Member of the Scientific Network of Euroregions, Institute of Federalism, University of Freiburg, Switzerland
1984-1985	Member of the Scientific Council of the European Institute of Public Administration, Maastricht, the Netherlands
1982-1983	Visiting member of the Faculty of Law, University of Cambridge, United Kingdom
1982-1983	Visiting scholar of Wolfson College, Cambridge, United Kingdom

Law practice

2008	Member, Committee for the Recruitment of Directors General in the Greek local government
2007	Member of the Board of Directors of the Hellenic Foundation for Culture
2006	President, United Nations Administrative Tribunal
2005-2007	Member, Board of Directors, European Monitoring Centre on Racism and Xenophobia
2004-2005	Second Vice-President, United Nations Administrative Tribunal
2005	Member, Committee for the restructuring of the Greek judiciary
2005	Member, Committee for the Recruitment of Directors General in the Greek public sector
2002-2004	President of the Committee for the Competences of Local Government, Greece
2002-2004	Member, Committee for the Codification of the Hellenic Environmental Law
2002-2007	Member, Committee for the Codification of the Hellenic Law of Public Works
2002	Member of the Scientific Committee of ASTRID, Rome
2001-2002	Member of the Committee for Restructuring the Finances of the Civil Service, Greece
2000	Member, United Nations Administrative Tribunal
2000-2005	President of the Agency for the Distribution of Gas of Thessaloniki, Greece
1999-2001	Alternate President of the High Authority on Radio-Television, Greece
1999-2004	Member of the Committee of Legal Experts of the Ministry of Education
1999	Chairman of the Committee for the Evaluation of Transport and Telecommunication Programmes, Ministry of Transport and Telecommunications of Greece
1996-1997	Chairman of the Committee for the Traffic Code Regulations of Greece
1994-1995	Chairman of the Committee of the Greek Administrative Procedure Act
1992	International Chamber of Commerce arbitrator
1988	Legal Adviser to the Centre for Renewable Energy Sources, Athens
1984-1985	Legal Adviser to the Minister of the Council, Athens
1985	Attorney at Law at the High Court and the Council of State
1985	Director of the Institute of Public Administration, National Centre of Public Administration, Athens

1983-1984	Legal Adviser to the Secretary-General of the Ministry of National Economy, Athens
1981-1982	Assistant to the Legal Adviser of the Prime Minister, Athens
1980-1981	Legal Adviser at the General Directorate for the Environment, Ministry of Coordination, Athens
1979-1980	Legal Adviser at the General Directorate for Decentralization and Regional Development, Ministry of Coordination, Athens
1974	Attorney at Law, Athens Bar

Books

Administrative Law (in Greek, edited with others), Athens, Sakkoulas editions, 2003

Public Contracts (in French), Esperia Publications Ltd., London/Bruylant, Brussels, 1998

Public Contracts (in Greek), Athens, Sakkoulas editions, 1992

Cases and Materials in Administrative Law (in Greek), Athens, Hellenic University Press, 1990

Georg Ludwig von Maurer, Die Wittelsbacher in Griechenland, edited by S. Flogaitis and W. Roustopani-Sourlas, Athens, Sakkoulas editions, 1988

Friedrich von Thiersch, De la Régence en Grèce, edited by S. Flogaitis and H. Scholler, Athens, Sakkoulas editions, 1987

The Greek Administrative System (in Greek), Athens, Sakkoulas editions, 1987

Administrative Law/Droit Administratif, Paris, LGDJ, 1986

Contemporary Aspects of State Interventionism (in Greek), Athens, Sakkoulas editions, 1984

Fundamental Concepts of Administrative Organization (in Greek), Athens, Sakkoulas editions, 1981

Système vénitien de successions ab intestat et structures familiales dans les îles ioniennes, Paris/Genève, Droz, 1981

La notion de décentralisation en France, en Allemagne et en Italie, Paris, LGDJ, 1979

Associations

Hellenic Association of Constitutional Law (Secretary-General)

European Group of Public Administration (member of the Steering Committee, 1983-1989)

European Group of Public Law (member of the Steering Committee, 1991-present)

Hellenic Association of the Law of the Environment

Computer literacy

Word, WordPerfect, Internet

Lucretia F. Myers

Current professional experience

Lucretia F. Myers is currently a Commissioner on the 15-member International Civil Service Commission that regulates the conditions of service for employees of the United Nations and other international organizations. She was first appointed to the Commission in 1992 and was re-elected for new four-year terms that began in January 1994, January 1998, January 2002 and January 2005.

Ms. Myers retired from the United States Federal Civil Service in February 1998. At the time of her retirement, she was the Senior Policy Adviser for retirement, health and life insurance at the United States Office of Personnel Management.

Prior to serving as the Senior Policy Adviser, Ms. Myers was the Assistant Director for Insurance Programs at the United States Office of Personnel Management. As the Assistant Director, she oversaw the health and life insurance programmes for Federal employees, retirees and their families. The Federal Employees health benefits programme is the largest employer-sponsored health insurance programme in the United States of America. At that time, the programme covered approximately 10 million lives, with 375 health insurance companies receiving annual premiums of nearly $16 billion. The Office also collected more than $1.6 billion in premiums and paid $1.5 billion in benefits annually for the Federal employees' life insurance programme.

From January 1987 to August 1993, Ms. Myers served as the Executive Director of the United States Merit Systems Protection Board, where she managed the programmes and operations of the Board and its 11 regional offices. The Merit Board is a quasi-judicial agency that protects employees against abuses by agency management and conducts studies of the United States Federal Civil Service to ensure that employment practices are based on merit.

Prior to her appointment to the Board, Ms. Myers served in a variety of positions at the United States Office of Personnel Management. Positions held include: Deputy Associate Director for Administration where she was responsible for the agency's fiscal, administrative, information management and human resources management functions; Deputy Associate Director for Compliance and Investigations, where she managed one of the civilian sector's largest background investigations programmes and the federal Government's personnel management evaluation and workforce information programmes; Assistant Director for Retirement Programs and, later, Assistant Director for Pay and Benefits Policy, where she was in charge of administering the Government's fourth largest entitlement programme and directing the policy for one of the world's largest pay and benefits programmes.

Ms. Myers joined the United States personnel agency in 1979 and soon thereafter was appointed as the Director for Personnel and Equal Employment Opportunity. She came to the Office of Personnel Management from the Department of the Air Force, where she held a variety of positions in human resources management at several geographical locations. Her background includes being a practitioner, manager or executive in virtually all functional areas of human resources management, including position classification and pay administration, labour management and employee relations, recruitment and staffing and training and development.

Ms. Myers served on the Department of Defense's Military Health Care Advisory Board and was the United States Office of Personnel Management's liaison to the Board of Directors for the Foundation for Accountability. She was appointed to the Senior Executive Service in 1980 and is a 1983 graduate of the Senior Executive Fellows Program at Harvard's John F. Kennedy School of Government. During her service with the United States Federal Civil Service, she received numerous awards in recognition of her outstanding performance and executive excellence, including the Presidential Rank Award of Distinguished Executive.

Wolfgang Stöckl

Current position

Member and Vice-Chairman, International Civil Service Commission, United Nations

Previous positions and activities

2006-present	Member, International Civil Service Commission, Vice-Chairman since 2007
2003-2006	Ambassador and Special Coordinator for German Personnel in International Organizations
2000-2002	Director of Economic and Development Affairs, United Nations and Global Affairs Department, Foreign Office of the Federal Republic of Germany
1997-2000	Deputy Permanent Representative of the Federal Republic of Germany to the Organization for Economic Cooperation and Development, the Public Management Committee and the Coordinating Committee on Remuneration
1997-2002	Member, International Civil Service Commission
1997	Chairman, Committee for Programme and Coordination, United Nations
1995-1997	Member, Advisory Committee on Administrative and Budgetary Questions, United Nations
1991-1997	Counsellor, Permanent Mission of the Federal Republic of Germany to the United Nations, New York, in charge of United Nations reform, common system and human resources management issues
1990	Special Adviser for Management and Human Resources to the Minister for Foreign Affairs of the German Democratic Republic
1989-1991	Deputy Director, Organization and Management Division, Foreign Office of the Federal Republic of Germany
1985-1987	Head, Headquarters Inspection Unit, Foreign Office of the Federal Republic of Germany
1983-1985	Director, German-Saudi Arabian Liaison Office for Economic Affairs, Riyadh, Saudi Arabia
1980-1983	German Consul in Cairo, Egypt
1979-1980	Assistant Director, German Diplomatic Academy, in charge of competitive entry examination for German Foreign Service
1977	Foreign Office of the Federal Republic of Germany
1976	Assistant Head of Division, Ministry of the Interior, Land Hesse, Germany
1973-1974	Assistant Judge and Assistant Prosecutor, Ministry of Justice, Land Hesse, Germany
1972-1980	Chairman, City Council of Melsungen, Germany

Educational background

1977-1979	German Diplomatic Academy, Bonn, Germany
1975-1976	Postgraduate Degree in Public Management, German University of Administrative Sciences, Speyer, Germany
1975	Second State Examination in law (Bar Examination)
1972	First State Examination in law (Master's Degree)
1967-1971	Studies of law at the University of Marburg, Germany

Date of birth: 11 June 1948

Marital status: Married

Gian Luigi Valenza

Since 2006, Ambassador Gian Luigi Valenza has been a member of the International Civil Service Commission of the United Nations.

He has served two terms on the Advisory Committee on Administrative and Budgetary Questions (1996-1999 and 1999-2001).

For four successive bienniums (from 1988 to 1995), he held the post of Deputy Chairman of the Finance Committee of the Food and Agriculture Organization of the United Nations (FAO). This nine-member Committee advises the Board of FAO and the World Food Programme (WFP) on matters pertaining to budget, external auditing, pensions and other administrative or financial questions.

He also held the post of Deputy Chairman of the seven-member Juridical and Legal Committee of FAO, which is often called on to examine financial and administrative questions.

In 1994, in the framework of Italy's chairmanship of the Conference on Security and Cooperation in Europe (CSCE), Ambassador Valenza was entrusted with the economic basket and the chairmanship of the Second Economic Forum of Prague (April 1994). He participated in the first part of the recent CSCE Review Conference held in Budapest.

From 1991 to 1994, he held the post of Chairman of the External Audit Committee of the International Fund for Agricultural Development (IFAD) and, during the same period, he was the Head of the Italian delegation for the third replenishment of IFAD.

He was a member of the Italian delegation to the forty-eighth and forty-ninth sessions of the General Assembly. During that time, he was also Chief of the Italian delegation for the entire five-session cycle of the International Committee for Negotiation on Desertification (Nairobi, Geneva, New York, Geneva, Paris).

From 1988 to 1993, he was Permanent Representative of Italy, with the title and rank of Ambassador, to FAO, IFAD and WFP in Rome. From 1983 to 1988, he was Permanent Representative of Italy, also with the title and rank of Ambassador, to the United Nations Environment Programme (UNEP) and to the United Nations Human Settlements Programme in Nairobi.

From 1978 to 1983, he was an international officer in the Organization for Economic Cooperation and Development (OECD) as Assistant Secretary-General, where his duties included relations with international organizations (United Nations, Common Market, European Free Trade Agreement, etc.). In 1973 and 1974, he was a member of the Italian delegation to the General Assembly.

From 1973 to 1975, he was the Head of the International Organizations Desk at the General Department of Political Affairs at the Ministry of Foreign Affairs, which is also concerned with financial matters at the United Nations (Fifth Committee and the Advisory Committee on Administrative and Budgetary Questions).

During his diplomatic career, Ambassador Valenza has also held posts in France (twice), Pakistan, former Czechoslovakia, Poland and Kenya.